Institute for Public Sector Employee Engagement™

BY CPS HR CONSULTING

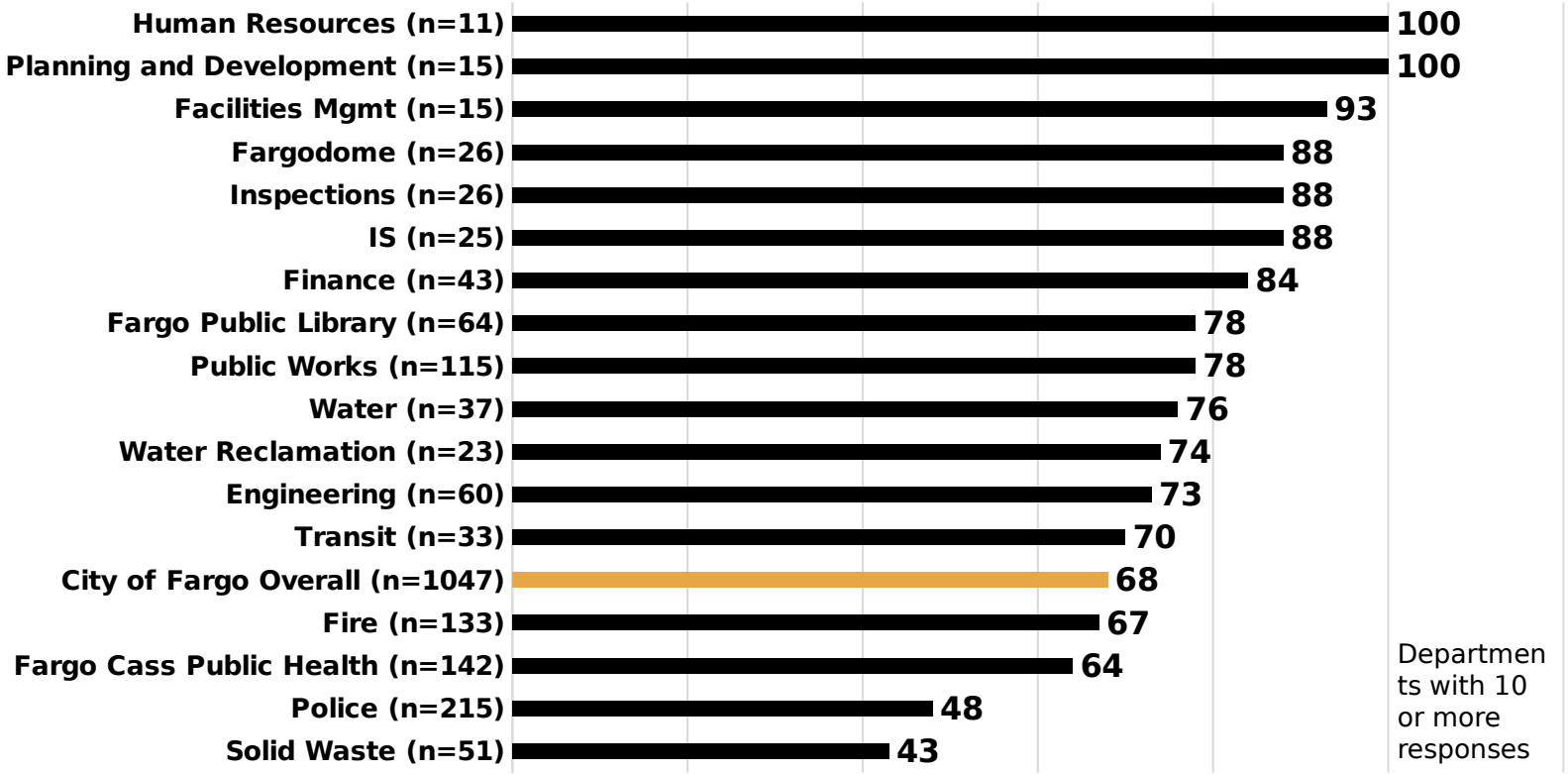
2025 Engagement Survey Results

City of Fargo – Departments

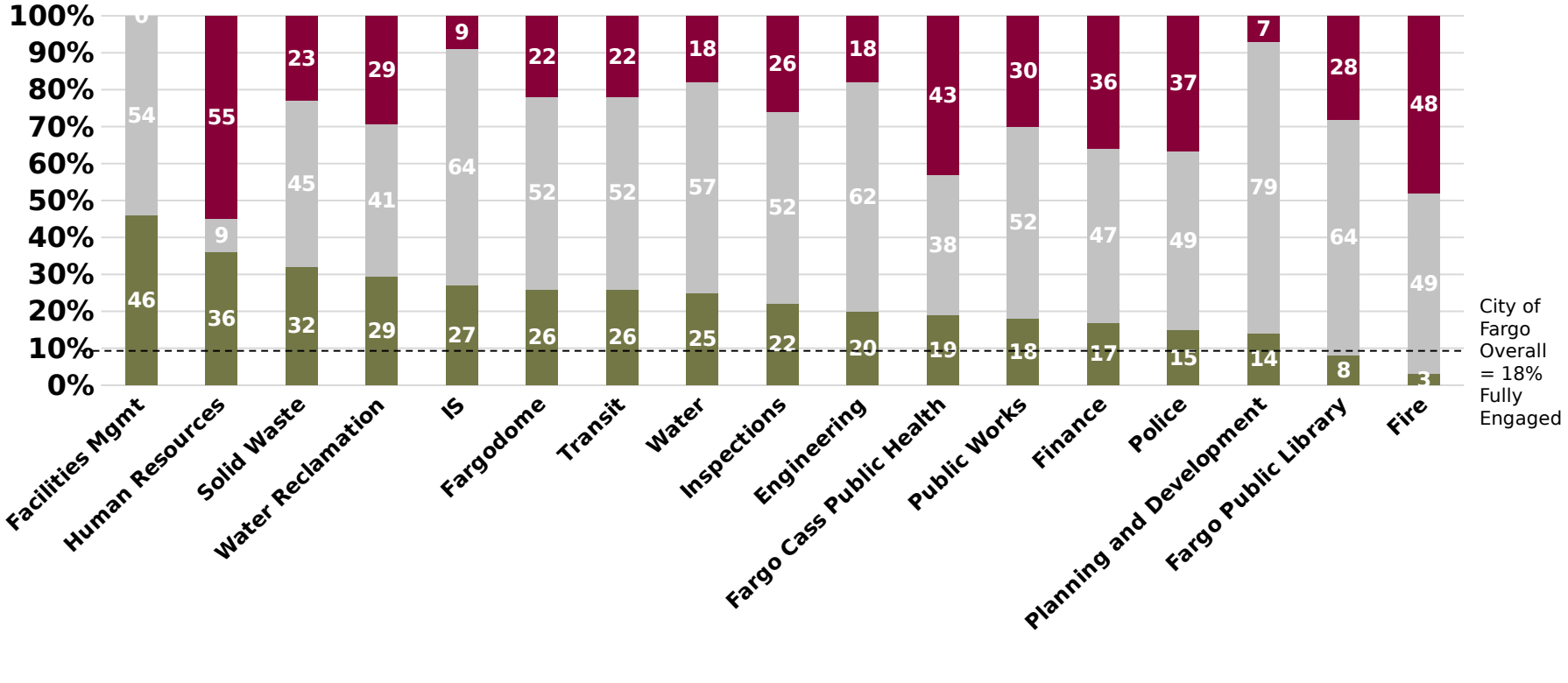
October 6, 2025

CPS HR CONSULTING™

Response Rate (%) – Department



Engagement Levels by Department



Department Snapshots

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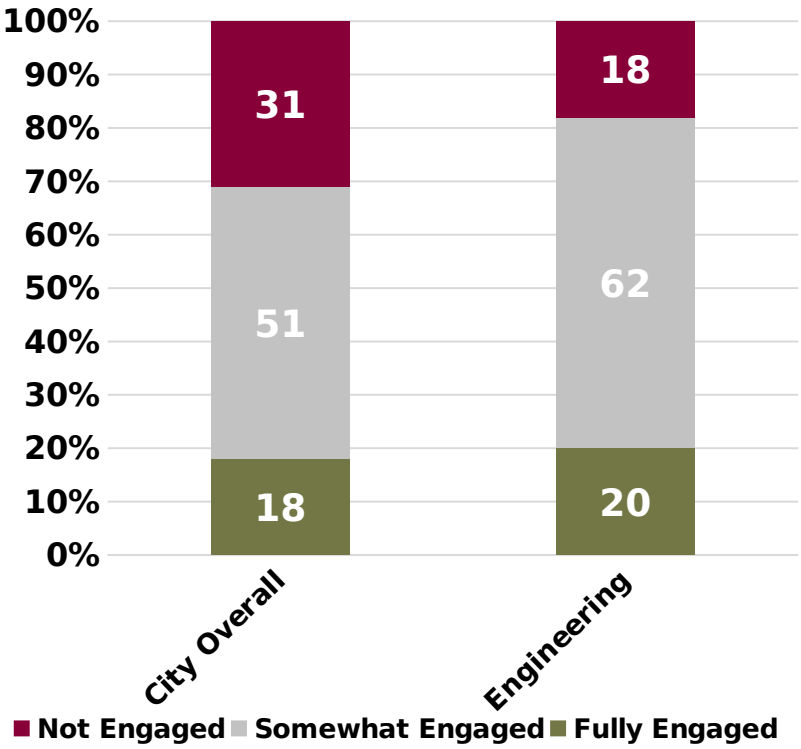
Engineering



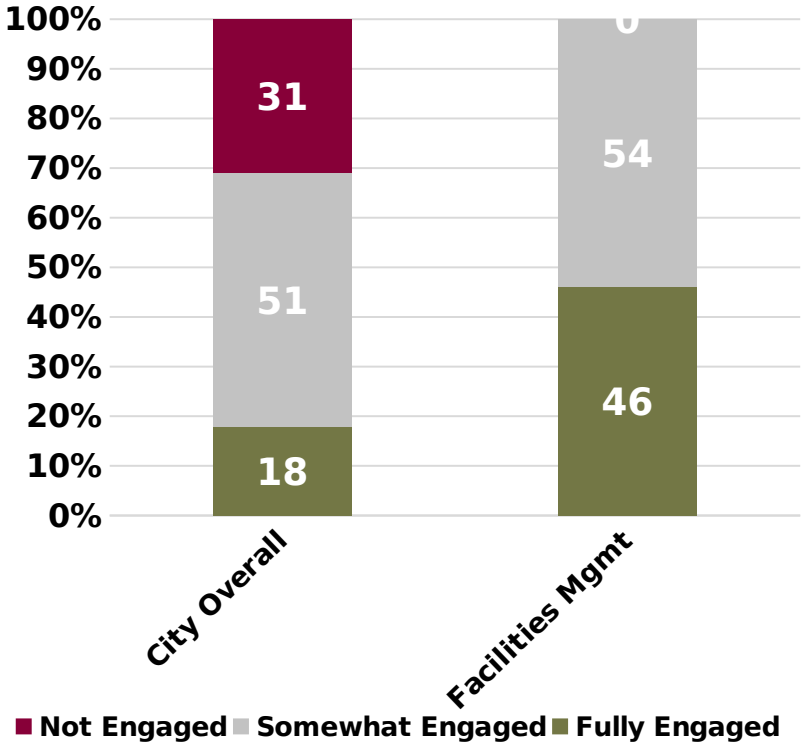
Most Positive Question
98% positive
“I know how my work supports my department's mission”

Least Positive Question
29% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+26 pts | 61% positive
“City leaders are sufficiently visible (e.g., can be seen in action)”
→ More positive than City overall

Largest Negative Gap
–15 pts | 61% positive
“There is someone at work with whom I can openly discuss my personal feelings”
→ Less positive than City overall

Facilities Management



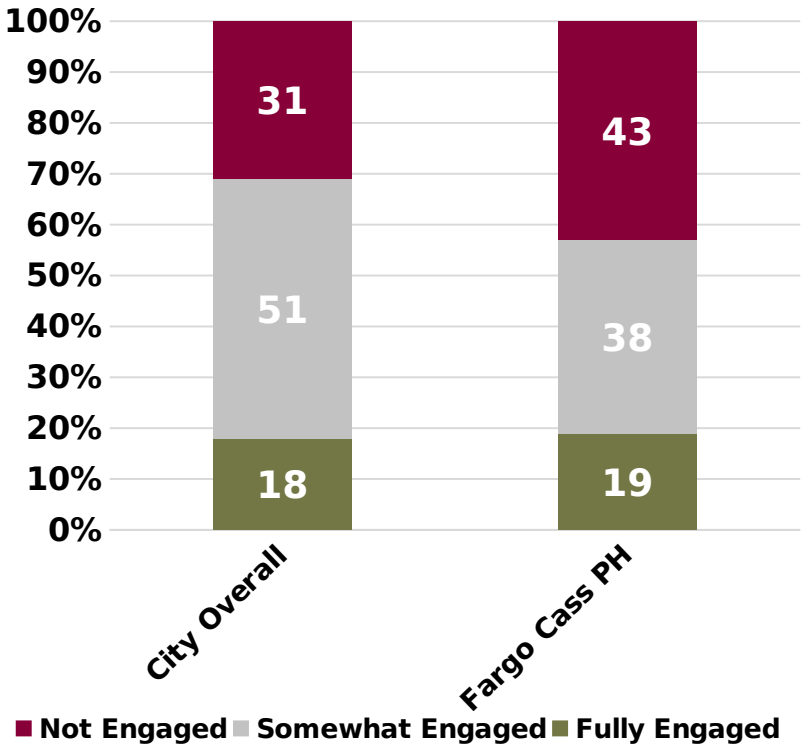
Most Positive Question
100% positive
“I like the kind of work I do”

Least Positive Question
15% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+60 pts | 100% positive
“The City inspires me to do the best in my job”
→ More positive than City overall

Largest Negative Gap
–2 pts | 15% positive
“When changes are made in the City, they are usually for the better”
→ Less positive than City overall

Fargo Cass Public Health



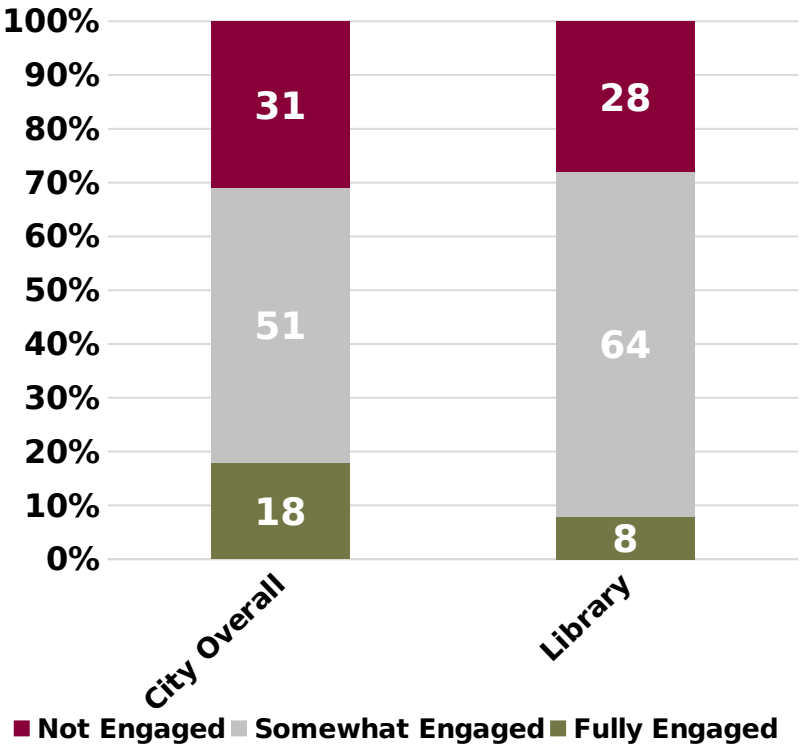
Most Positive Question
95% positive
“I like the kind of work I do”

Least Positive Question
10% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+9 pts | 77% positive
“Training and development activities I have completed while working for my department are helping me to develop in my career”
→ More positive than City overall

Largest Negative Gap
–18 pts | 53% positive
“I am satisfied with my Annual Leave (Vacation)”
→ Less positive than City overall

Fargo Public Library



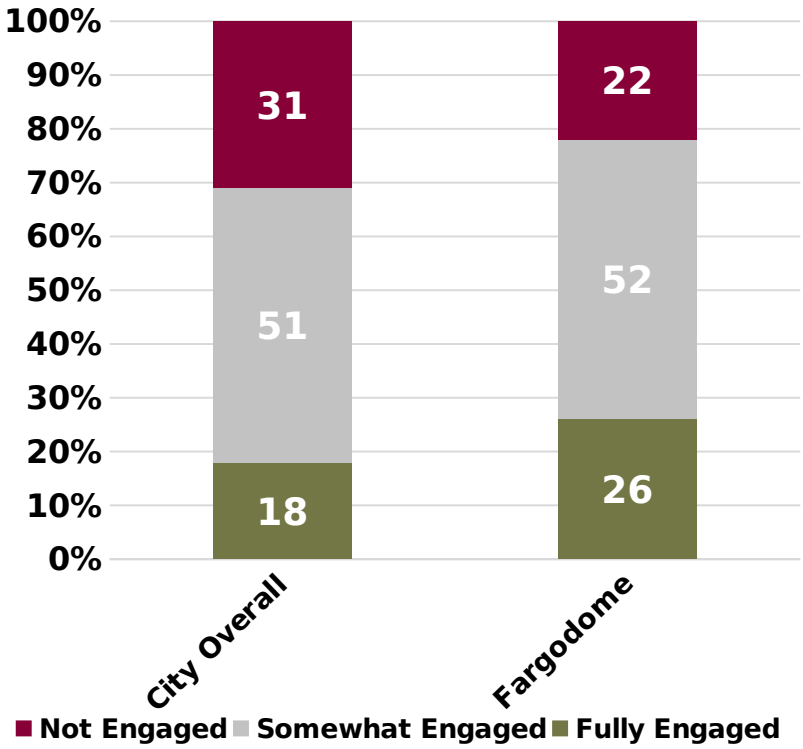
Most Positive Question
98% positive
“I like the kind of work I do”

Least Positive Question
6% positive
“City leaders values ideas from employees”

Largest Positive Gap
+18 pts | 92% positive
“I have opportunities to provide input on decisions that affect my work”
→ More positive than City overall

Largest Negative Gap
–22 pts | 18% positive
“The City inspires me to do the best in my job”
→ Less positive than City overall

Fargodome



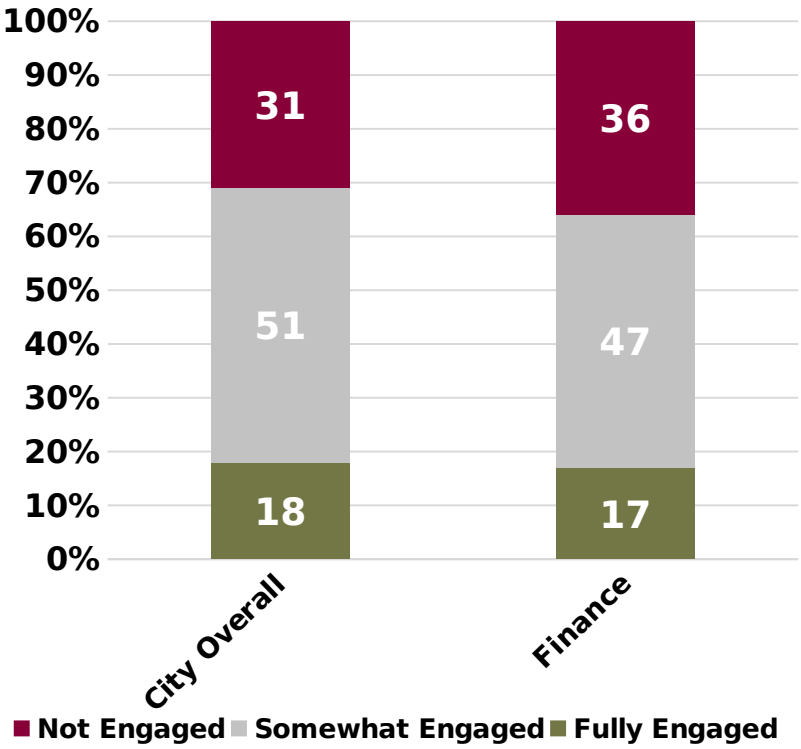
Most Positive Question
100% positive
“I feel that I personally contribute to my department's successes”

Least Positive Question
25% positive
“City leaders values ideas from employees”

Largest Positive Gap
+26 pts | 92% positive
“The leadership team in my department is sufficiently visible (e.g., can be seen in action)”
→ More positive than City overall

Largest Negative Gap
–27 pts | 41% positive
“Training and development activities I have completed while working for my department are helping me to develop in my career”
→ Less positive than City overall

Finance



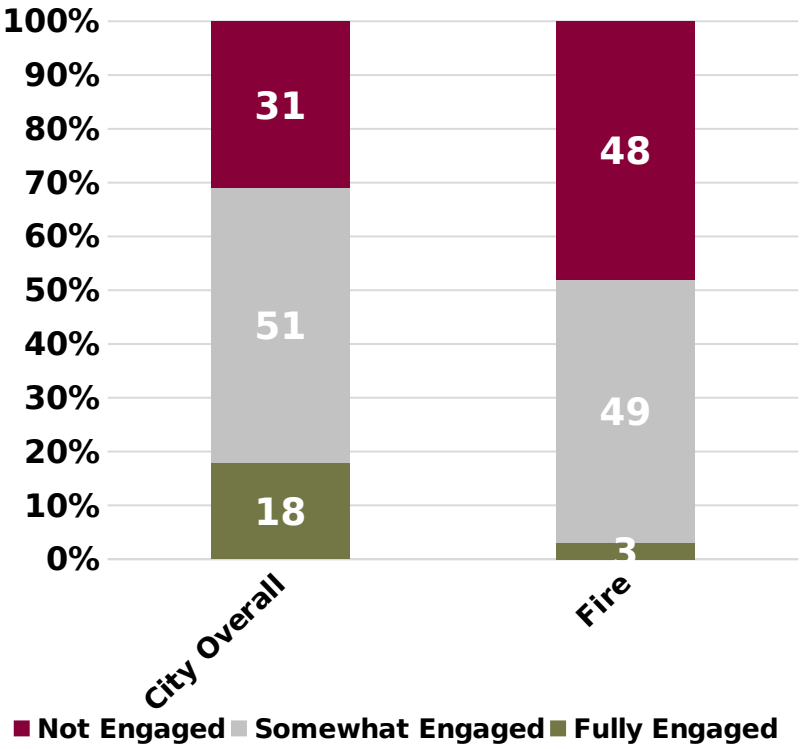
Most Positive Question
97% positive
“I know what is expected of me on the job”

Least Positive Question
3% positive
“City leaders values ideas from employees”

Largest Positive Gap
+17 pts | 86% positive
“I have a good balance between my work life and my personal life”
→ More positive than City overall

Largest Negative Gap
–22 pts |42% positive
“My supervisor motivates me to be more effective in my job”
→ Less positive than City overall

Fire



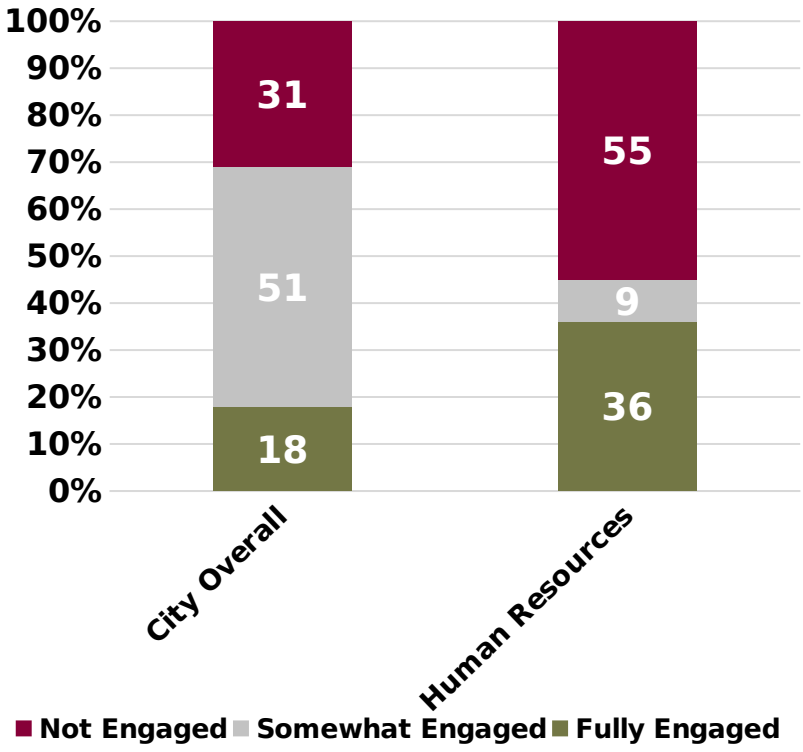
Most Positive Question
99% positive
“I like the kind of work I do”

Least Positive Question
5% positive
“I feel that the City as a whole is managed well”

Largest Positive Gap
+23 pts | 78% positive
“My supervisor talks with me about my professional development”
→ More positive than City overall

Largest Negative Gap
–33 pts | 24% positive
“I am satisfied with my Health Insurance”
→ Less positive than City overall

Human Resources



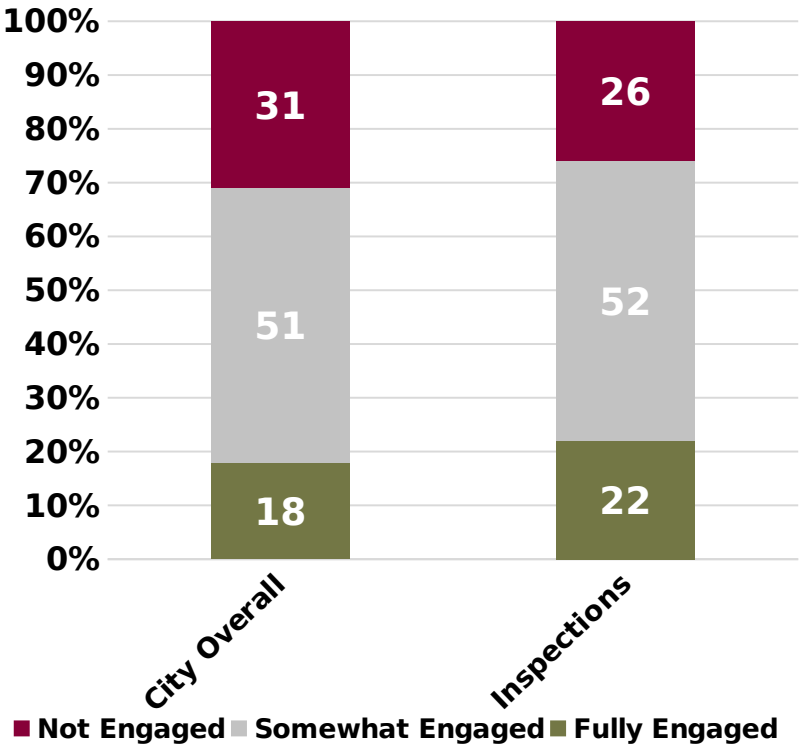
Most Positive Question
100% positive
“My department's mission is important to me”

Least Positive Question
9% positive
“City leaders create a positive workplace culture”

Largest Positive Gap
+25 pts | 100% positive
“There is someone at work with whom I can openly discuss my personal feelings”
→ More positive than City overall

Largest Negative Gap
–49 pts | 22% positive
“I am satisfied with my Annual Leave (Vacation)”
→ Less positive than City overall

Inspections



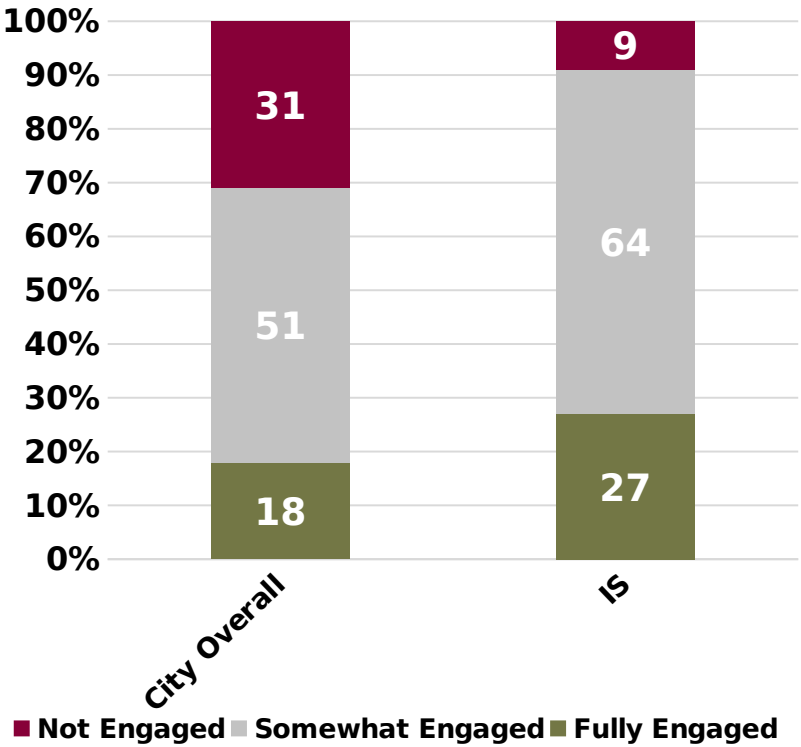
Most Positive Question
100% positive
“I like the kind of work I do”

Least Positive Question
14% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+29 pts | 96% positive
“My workload is reasonable”
→ More positive than City overall

Largest Negative Gap
–31 pts | 44% positive
“My supervisor keeps me informed about the issues affecting my work”
→ Less positive than City overall

IS



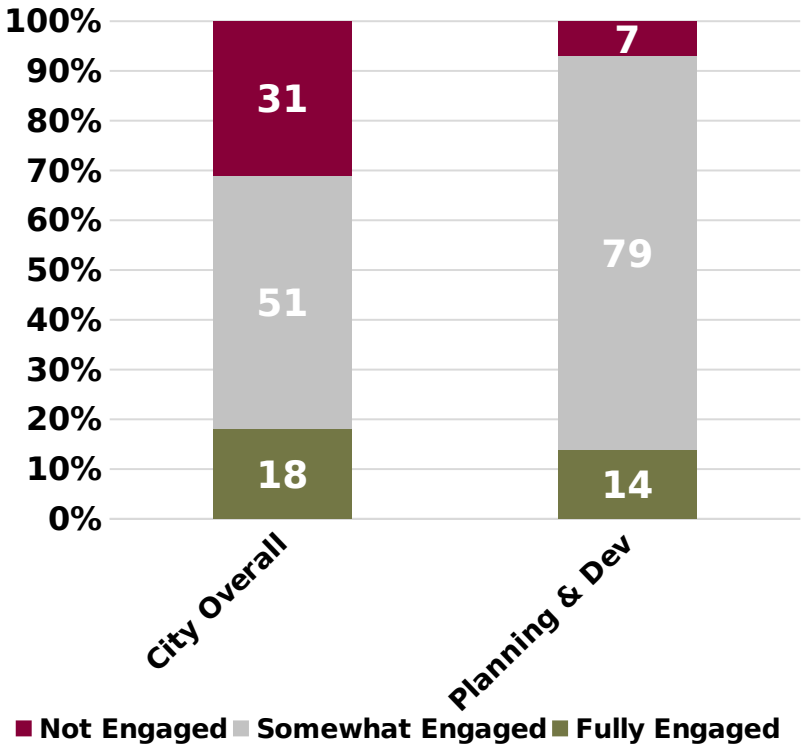
Most Positive Question
96% positive
“I like the kind of work I do”

Least Positive Question
18% positive
“I believe the actions of City leaders are consistent with the City's values”

Largest Positive Gap
+26 pts | 62% positive
“The City motivates me to help achieve its goals”
→ More positive than City overall

Largest Negative Gap
–10 pts | 55% positive
“The leadership team in my department is sufficiently visible (e.g., can be seen in action)”
→ Less positive than City overall

Planning and Development



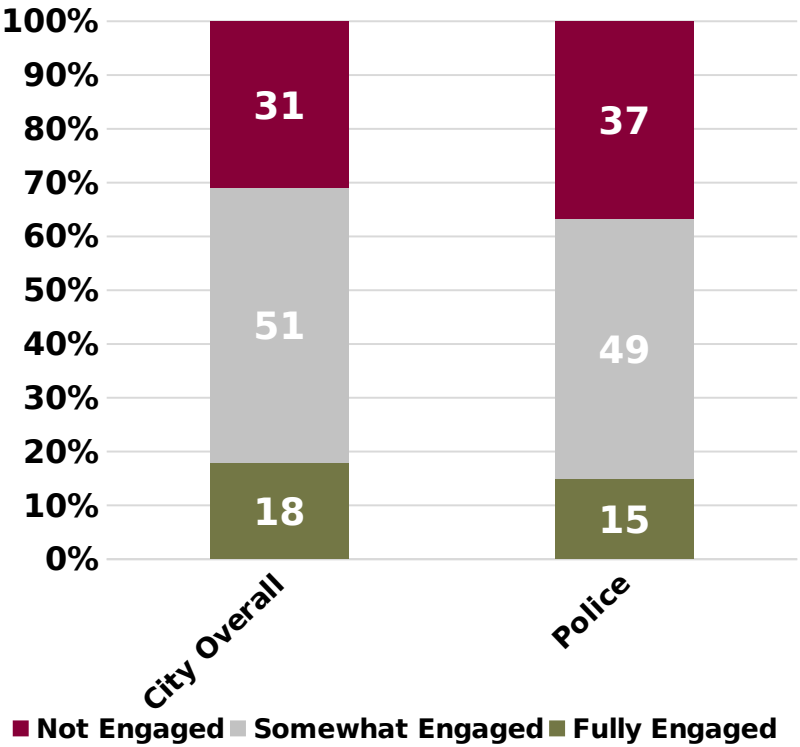
Most Positive Question
100% positive
“I believe my department's leadership team cares about employee well-being”

Least Positive Question
43% positive
“The City motivates me to help achieve its goals”

Largest Positive Gap
+41 pts | 93% positive
“When changes are made in my department, they are usually for the better”
→ More positive than City overall

Largest Negative Gap
–20 pts | 64% positive
“I have clear work objectives”
→ Less positive than City overall

Police



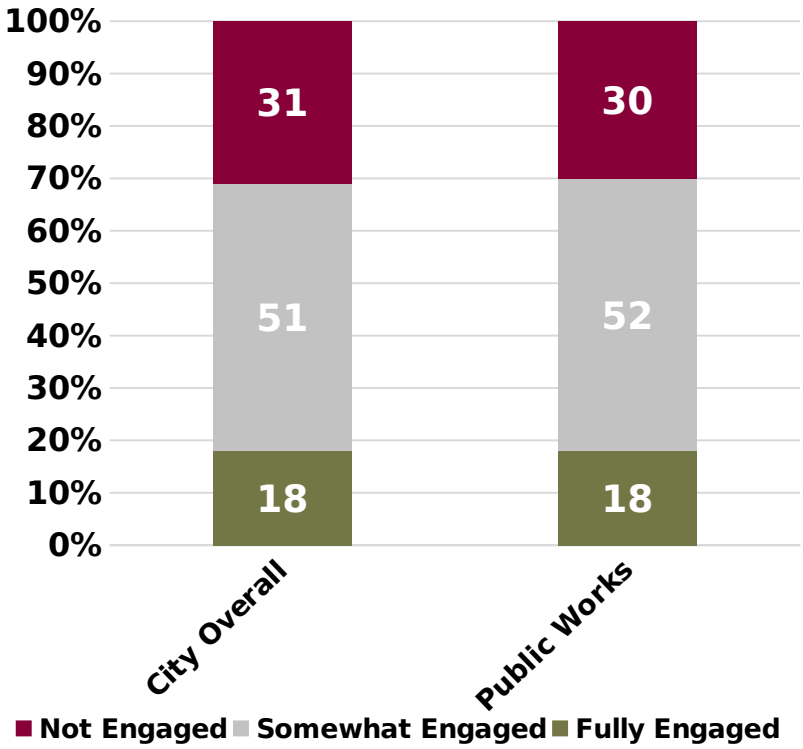
Most Positive Question
97% positive
“I like the kind of work I do”

Least Positive Question
5% positive
“I believe that City leaders will take action on the results from this survey”

Largest Positive Gap
+17 pts | 92% positive
“There is someone at work with whom I can openly discuss my personal feelings”
→ More positive than City overall

Largest Negative Gap
–17 pts | 16% positive
“I believe City leaders care about employee well-being”
→ Less positive than City overall

Public Works



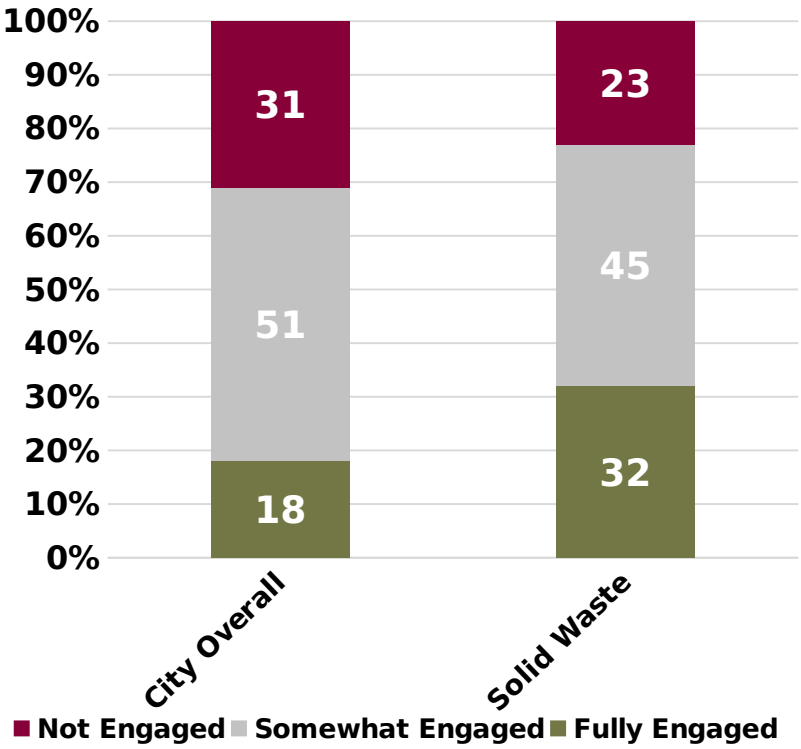
Most Positive Question
89% positive
“I like the kind of work I do”

Least Positive Question
14% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+12 pts | 38% positive
“I feel that the City as a whole is managed well”
→ More positive than City overall

Largest Negative Gap
–21 pts | 54% positive
“I can report a suspected violation of any law, rule or regulation without fear”
→ Less positive than City overall

Solid Waste



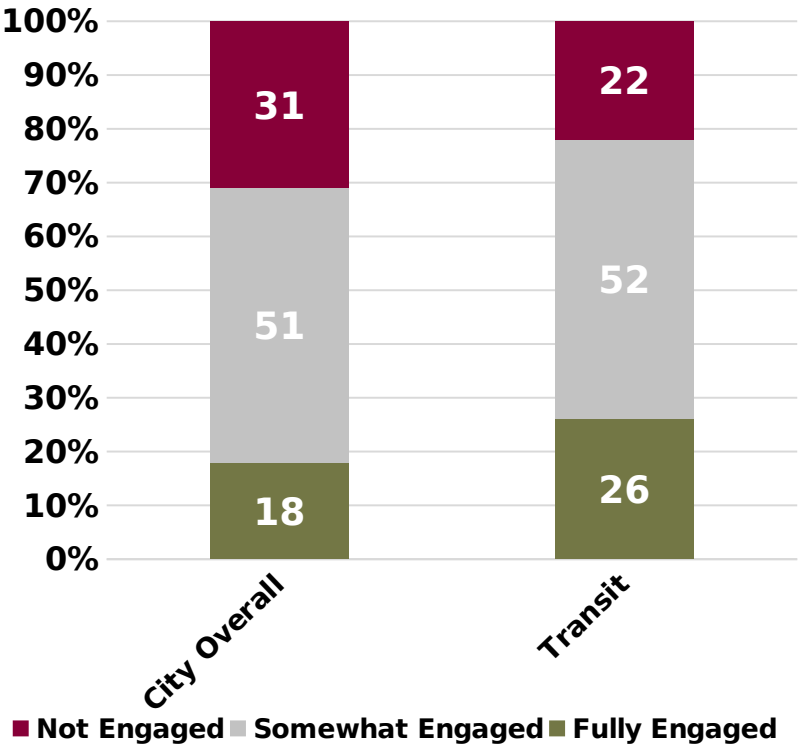
Most Positive Question
96% positive
“My department's mission is important to me”

Least Positive Question
15% positive
“I believe the actions of City leaders are consistent with the City's values”

Largest Positive Gap
+28 pts | 96% positive
“My workload is reasonable”
→ More positive than City overall

Largest Negative Gap
–32 pts | 36% positive
“Training and development activities I have completed while working for my department are helping me to develop in my career”
→ Less positive than City overall

Transit



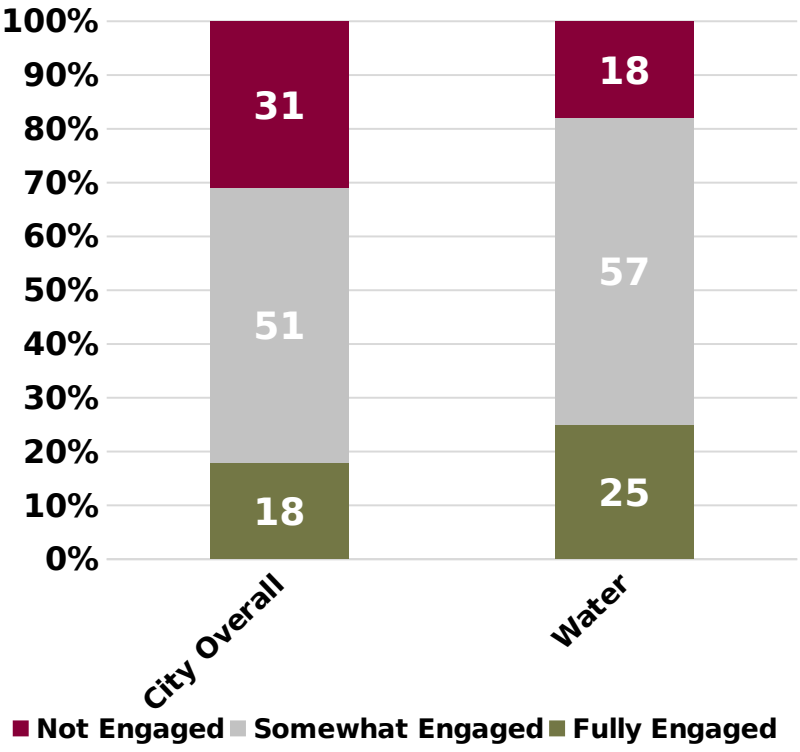
Most Positive Question
96% positive
“I have a choice in deciding how I do my work”

Least Positive Question
15% positive
“I believe that City leaders will take action on the results from this survey”

Largest Positive Gap
+19 pts | 96% positive
“I have a choice in deciding how I do my work”
→ More positive than City overall

Largest Negative Gap
–17 pts | 41% positive
“My leadership team creates a positive culture in my department”
→ Less positive than City overall

Water



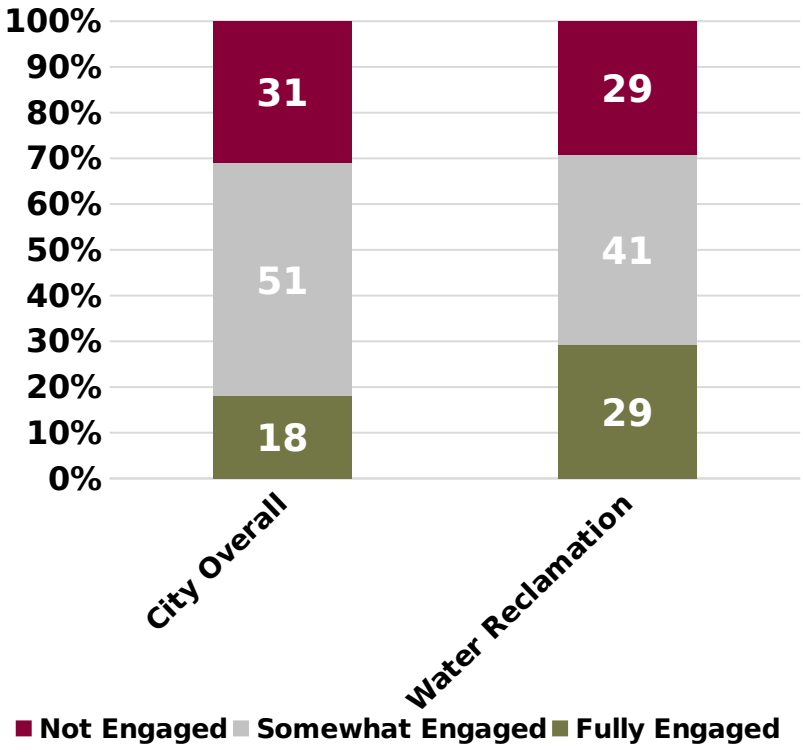
Most Positive Question
96% positive
“I like the kind of work I do”

Least Positive Question
35% positive
“I believe that City leaders will take action on the results from this survey”

Largest Positive Gap
+29 pts | 63% positive
“City leaders are sufficiently visible (e.g., can be seen in action)”
→ More positive than City overall

Largest Negative Gap
–23 pts | 46% positive
“People in my department share information with each other”
→ Less positive than City overall

Water Reclamation



Most Positive Question
94% positive
“I feel that I personally contribute to my department's successes”

Least Positive Question
0% positive
“When changes are made in the City, they are usually for the better”

Largest Positive Gap
+12 pts | 94% positive
“I feel that I personally contribute to my department's successes”
→ More positive than City overall

Largest Negative Gap
–60 pts | 6% positive
“I am given a real opportunity to improve my skills in my department”
→ Less positive than City overall

Institute for Public Sector Employee Engagement™

BY CPS HR CONSULTING

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